

Indiana Department of Workforce Development

Strategic Skills Initiative

Economic Growth Region 10



Mitch Daniels, Governor
Ron Stiver, Commissioner
June 2006

About SSI

Governor Daniels' \$23 million Strategic Skills (SSI) Initiative aims to identify and alleviate job and skill shortages. The program will be carried out in Indiana's 11 economic regions through an ongoing process of identifying future shortages, determining the cause of those shortages, and developing solutions. Ultimately SSI will create jobs and increase personal income for Hoosiers.

About Region 10

- Population (July 2005)
273,337
- Labor Force (March 2006)
142,600
- Unemployment (March 2006)
5.9%
- Per Capita Income
\$29,064 in 2004
-Source: www.hoosierdata.in.gov

Counties in Region

- Crawford
- Washington
- Harrison
- Scott
- Floyd
- Clark



INDIANA
WORKFORCE
DEVELOPMENT

Economic Growth Region 10

Economic Growth Region 10 is comprised of 6 counties. The SSI research & identification allocation awarded in September 2005 was \$144,418. The SSI solutions allocation for Region 10 awarded in June 2006 is \$1,387,810. Methods used to identify shortages and develop solutions were employer interviews; employee surveys; and, analysis of secondary and original data collected by participants.

Key Occupational Shortages

Key Occupational Shortages	Projection 2005-2007
Truck Drivers - CDL (Heavy Tractor Trailer)	195
Production Workers - Other	139
Welders, Cutters, Solderers, Brazers	39
First Line Supervisors/Managers of Production	35

Emerging Industries / Occupations

Logistics, Industrial Engineering, Maintenance Technicians

Root Causes

- Educational Capacity/Career Ladder**
 - Lack of quality faculty/staff in healthcare
 - Lack of career awareness in healthcare and manufacturing
- Pipeline and Recruitment Issues**
 - Inaccurate image of manufacturing as shrinking sector, with low wages and dead-end jobs
 - Ineffective recruiting in manufacturing field
- Wages and Benefits**
 - Low wages and perception of industry cause poor retention of production workers

Identified Solutions →

Identified Solutions

1.

Solution: <i>Registered Nurse Mentoring Program</i>	Dollars Allotted: <i>\$63,256</i>
<p>Solution Description:</p> <p>Nurses employed at hospitals in Region 10 will participate in a long term mentoring program. The goal of the program is to increase retention rates in shortage occupations and also improve performance by connecting experienced professionals with new workers to offer guidance and support. This initiative will help prevent loss of skills and build a skilled workforce in Region 10.</p>	<p>Outcomes Proposed:</p> <ul style="list-style-type: none"> • 125 mentor pairs • 85 mentees complete program

2.

Solution: <i>Industrial Technician Training</i>	Dollars Allotted: <i>\$650,000</i>
<p>Solution Description:</p> <p>Tuition assistance will be provided to workers and students pursuing Associates Degrees in Industrial Maintenance, Industrial Engineering Technology, or Machinist occupations. Training will engage incumbent and emerging workers. The advanced manufacturing training will fill shortage occupations, increase skill levels and build a workforce ready to meet the needs of emerging industries in Region 10.</p>	<p>Outcomes Proposed:</p> <ul style="list-style-type: none"> • 40 Hoosiers trained annually • 40 annually completing solution and earning degree/credential • 30 placed or promoted in shortage occupations

3.

Solution: <i>Advanced Manufacturing Training</i>	Dollars Allotted: <i>\$325,000</i>
<p>Solution Description:</p> <p>Region 10 will provide standardized curriculum and training to prepare production workers for the Advanced Manufacturing Skill Standard Council certification. The certification provides trainees with a portable, valid credential for success in the advanced manufacturing field and fills regional occupational shortages in the region.</p>	<p>Outcomes Proposed:</p> <ul style="list-style-type: none"> • 100 Hoosier workers trained annually • 75 completing solution and earning MSSC Certificate • 20 to pursue postsecondary education • 30 placed or promoted into shortage occupations

Identified Solutions

4.	Solution: <i>Healthcare Critical Occupations Training</i>	Dollars Allotted: <i>\$278,208</i>
	Solution Description: Healthcare Critical Occupational Training and tuition assistance will be provided to incumbent or emerging workers pursuing a degree in medical/clinical laboratory technician (LT) or respiratory therapist (RT) occupations. This initiative fills a regional skill shortage in a high wage, high skill industry.	Outcomes Proposed: <ul style="list-style-type: none">• 15 LT students participating• 20 RT students participating• 25 completed degrees• 35 annually to pursue postsecondary education towards completion of degree
5.	Solution: <i>Entry Level Healthcare Worker Training</i>	Dollars Allotted: <i>\$71,346</i>
	Solution Description: Region 10 will provide entry-level training to healthcare and nursing employees. The program will prepare entry level workers for higher education and increase opportunity for advancement in the healthcare industry. Region 10 will use this solution to build a pipeline in a growing industry and fill skill shortages.	Outcomes Proposed: <ul style="list-style-type: none">• 140 Hoosier workers trained• 91 completing solution and earning Certificates of Completion and Continuing Education units• 50 will pursue postsecondary education.• 30 placed in shortage occupations

Solution Totals

\$1,387,810

440 Hoosiers trained

316 earning certificates or degree

195 placed in shortage occupation or pursuing a degree